

2024 GENDER PAY REPORT

Hotpoint UK Appliance Ltd's Gender Pay Gap Report analyzed the salaries and bonuses of male and female colleagues in the year at the snapshot date of 5th April 2024.



Hotpoint Gender Pay Report 2024

Gender Pay Gap based on hourly pay

* Hourly pay rates including base pay and allowances based on Annual / 365.25 days × 7 days

Mean Gender Pay Gap In Hourly Pay	9.6%
Median Gender Pay Gap In Hourly Pay	18.1%

Bonus Pay Gap

Mean Bonus Gender Pay Gap	-35.4%
Median Bonus Gender Pay Gap	-1.6%

Proportion of Men & Women In Receipt Of Bonus

Proportion Of Men Receiving Bonus	95.8%
Proportion Of Women Receiving Bonus	91.0%

Pay Quartile Ranges

Proportion of Males & Females in each Pay Quartile

	Male / Female
Upper Quartile	84.0% / 16.0%
Upper Middle Quartile	91.3% / 8.7%
Lower Middle Quartile	82.0% / 18.0%
Lower Quartile	50.9% / 49.1%



TERESA ARBUCKLE

Regional Managing Director commented:

At Hotpoint we believe strongly in a work environment that nurtures and rewards talent regardless of gender, ethnicity, belief, orientation, or background.

Ensuring equality is paramount and within our business, women undertake a wide range of leaderships roles at all levels alongside male counterparts, including at the Executive level where we have over 40% female representation including myself as Regional Managing Director and Directors for Finance, Sales and HR as well as Legal Counsel.

Ensuring diversity in our teams helps greatly in our delivery of strong brands and great products and services for our consumers. Our aim remains to achieve a level playing field on all metrics, with a target over time of reducing the gaps to as near zero as possible.

Hotpoint UK Appliances Ltd, Morley Way, Peterborough, PE2 9JB

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